



**APPROVED OPEN MINUTES**  
**Thursday, September 3, 2009**  
**Mission W3-501 at 3:00 PM changed to W1-601**

**MEMBERS PRESENT**

Present	Member	Present	Member
x	Roberta Berlani, WVC, FT Rep, President		Beatrice Matenciuc-Antonescu, Web Master (attendance optional)
x	Randy Castello, WVC, Chief Negotiator, Budget Analyst	x	Ellen McAlister, MC, Negotiator
x	Donna Frankel, AF Rep At-Large, Secretary	x	Eric Pape, WVC, FT Rep
x	Richard Greco, WVC, Grievance/FSA Specialist	x	Rod Pavao, MC, FT Rep, Grievance/FSA Specialist
x	Stacy Hopkins, WVC FT Rep	x	Rick Rivas, MC, FT Rep
x	Pat LaVallo, MC, FT Rep	x	Leslie Saito, WVC, FT Rep
x	Rob Leadbeater, MC, AF Rep	x	Marge Thronson, WVC, AF Rep
x	Louise Lodato, MC, AF Negotiator	x	Jim VanTassel, MC, FT Rep

**Guests:** Pat Hudak: ITTS Faculty  
 Amelia Akers Martin: ASD Faculty  
 Dianne McKay: Reading Faculty  
 Thais Winsome: Dept. Chair, Flex

**ACE Meeting called to order at 3:10 PM**

**3:00-4:00pm Closed Meeting**

- Negotiations: next contract – reps’ research on articles
- Council issues: positions, compensation, etc.
- Personnel Matters/Grievances

**4:00-5:00pm Open Public Meeting**

- Donna will need to find us a more appropriate room for our meetings at Mission. This meeting was moved due to lack of space and a/c, relocated at 3:30 to Fire Science room, note placed on door for guests.
- Our meetings will be held on the 1<sup>st</sup> and 3<sup>rd</sup> Thursdays this Fall Semester, then may change to Tuesdays for Spring to coincide with the BOT meetings which are moving to Tuesdays.
- Report out of Closed Meeting (I) 5 minutes
- President’s Report (I) 5 minutes
- Reports: (10 minutes)
  - Secretary
  - Treasurer – report will be given at the first meeting every semester
  - Budget Analyst
  - Associate Faculty

**Amelia Akers Martin:** Asked for clarification on the assignments for Lab Faculty Specialist as those had recently changed. It was discussed at length and decided that ACE leaders will need to work on this. The contract language needs to be clear that Lab

Faculty Specialists can be instructors as well.

**Thais Winsome** came to clarify the situation of two associate faculty members concerning their flex accounts. Evidently their contracts show their first date of work as August 31, which is after the flex day. These contracts were in error. Instead of August 31, contracts should have stated Aug. 28 as the starting date. Part-time faculty must fulfill their flex obligation if they would normally be working on Fridays. They are paid for their flex obligation as part of load. SOC's need to put the correct starting date on all contracts, and that date should match the first day of the calendar.

**Dianne McKay** had concerns about faculty not understanding the new absence forms for flex. This was designed as a new way to keep track of these flex hours. There was much confusion on flex day but in fact every faculty member was supposed to fill out the absence form and put in the flex sessions attended or in the case of faculty missing the flex day, what activities they plan to do instead. Dianne pointed out that ever since the HBA difficulties, we have had an issue keeping track of faculty flex activities attended. Officially we all were absent from class during flex, and the flex activities are in lieu of our being in class teaching that day.

**Thais Winsome** came to ACE with a second issue. She wanted to know how the reorg task force has progressed to date as far as ACE is concerned. She had thought the committee was fully vetted and pointed out that WVC has formed a committee and questioned where ACE was with all of this.

The answer: The difference is at West Valley, the Organizational Task Force is a committee of the Academic Senate and is not answering to the chancellor model proposed but is operating under the premise that any changes will be negotiated. Mission has a different approach or process. Any changes to our contract can't be implemented until vetted and negotiated. Cathy Cox knows that implementation will be after negotiations. The committees need to remember that everything is negotiated before anything can commence. This is a shared decision making process, which includes more than just the senate. ACE is not part of the shared decision making structure of the Colleges; therefore we must operate through the collective bargaining process. Shared governance does not take the place of collective bargaining.

Each college has a right to its own organization, but the union works for both colleges. The distinction is a Senate committee is trying to handle ACE issues without ACE being present. Job descriptions are in ACE's purview as is reassigned time and an escalation of work load without extra pay. A concern is that the administration is pushing for action. There needs to be an understanding between discussion and action items. Both task force committees are subcommittees of their respective Academic Senates and they need to come to ACE with their recommendations.

There was a motion that ACE send a letter to the AS that discussion is good, but to come to ACE if any items have to do with our purview. We have an unfair labor practice in progress regarding the pay for division chairs.

Dianne is concerned that SOC's at Mission have not been replaced. She wonders what shared parameters groups can use to work together so we are not steamrolled but end up with something good for faculty.

Our next ACE meeting will be Thursday, Sept. 10 and will be closed session. The meeting was adjourned at 5:30 PM.

Respectfully Submitted,  
Donna Frankel  
ACE Secretary